

SPECIAL PRESENTATION

Multicultural Advisory Committee

Recommendations 2004

This committee thanks the School Board for their continued support of Stafford County's teachers and students as well as for their support of the actions of this committee. We know that support of one's background and unique gifts contributes to improved and sustained academic success.

This committee has recognized the growing interest involving diversity awareness and performance. These concerns impact the day-to-day life of our staff and students and impact the school system. We recognize that these are often controversial issues and we will need to better partner with all of our community to accomplish goals in supporting and challenging our youth.

Our recommendations are meant to support initiatives that help our schools and our community, acknowledge and embrace these challenges head on. We realize that there may not always be agreement but we are encouraged that the Stafford County School Board and school leadership personnel has the greatest concern for our students' education in a nurturing and challenging environment.

Our recommendations:

1. Diversity awareness training (In support of School Board Goal Six (6)).

Environment and staff attitude affects the performance of all students. The committee recognizes the need for all school staff to examine attitudes and expectations, and learn how to better relations with all students and parents. A systematic training program is recommended, to include differentiation for all students.

2. Minority inclusion in advanced level classes and gifted programs (In support of School Board Goal One (1) and Three (3)).

Expectations from the school and community can be a factor in minority under representation in advanced level classes and gifted programs. A focus group comprised of teachers, administrators and parents is recommended to examine the data and offer suggestions for working with parents and staff.

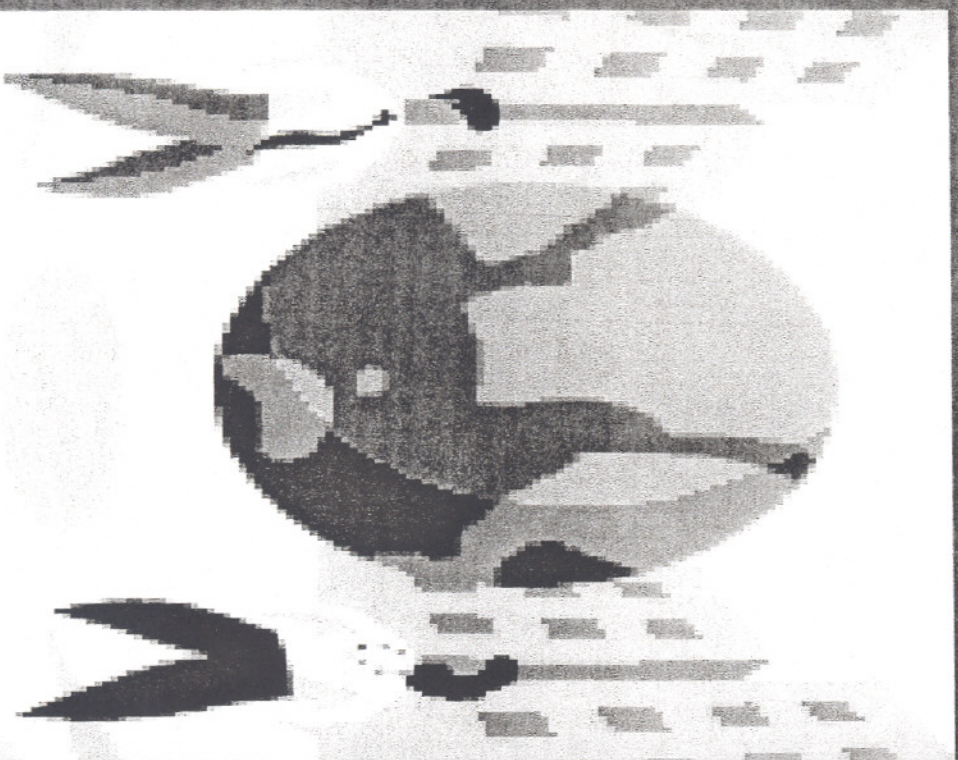
3. Minority staff recruitment and retention (In support of School Board Goal Three (3)).

The Advisory group recognizes the effort of the school administration in recruitment of minority staff. Since minority staff members are desired by all school divisions surrounding Stafford, often at much higher salaries, the Advisory Committee recommends establishing a buddy program and a minority mentor program for minority teachers.

The Multicultural Advisory Committee looks forward to working with the School Board to accomplish our shared goals for the coming year.

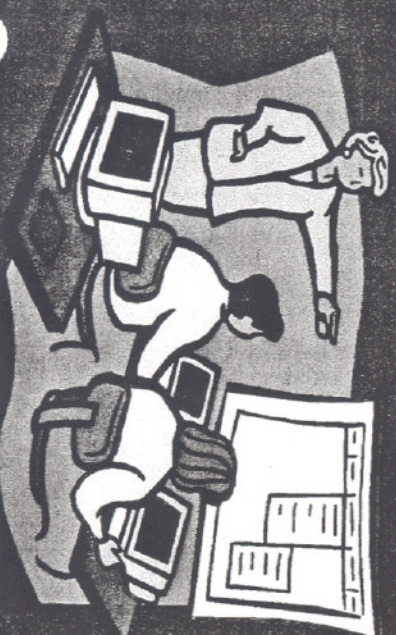
Multicultural Advisory Committee

2003 - 2004



Purpose

Stafford students learn skills which prepare them to live in a global and interdependent world through a multicultural focus which is integrated into the curriculum. Students are given opportunities to explore, understand, and appreciate the diversity of race, religion and ethnicity.



Goals

Diversity training for staff

Mentor System

Focus on parent awareness of Focus Program, Advance Placement and The Governor School

Differentiating Instructions to meet the needs of all students

Closing the Gap



Mentor System



- Community Out-reach programs
- School base programs
- Adopt a Buddy
- Peer mentors

Differentiating Instructions

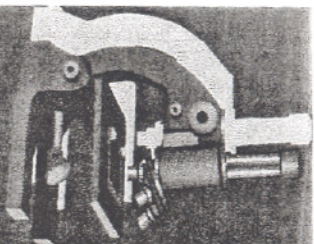
- Provide all students with challenging instruction
- Use a multitude of instructional strategies

ESL

- Parent resource for ESL students
- School literature reflects diverse population
- Language friendly signs posted in buildings
- Host family

Closing the Gap

- Focus on achievement of all students
- Early intervention
- Advanced placement
- Increase parent involvement



Focus on parent awareness

● Advance Placement

● Focus “Gifted Education”

● Governor School



Diversity training

Summer 2004 –
Diversity training for
administration
Fall 2004 – Spring
2005 Diversity
training for all staff

